

EEO PUBLIC FILE REPORT

FOR

**WMOR-TV**

This EEO Public File Report  
Covers the One-Year Period  
Ending on September 30, 2016

## **EEO Annual Public File Report**

### **WMOR-TV**

This EEO Public File Report is filed in Station WMOR-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending September 30, 2015 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- \* The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hire for each full-time vacancy;
- \* The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- \* The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Shaneka Reeves, [slreeves@hearst.com](mailto:slreeves@hearst.com) or 813.740.3211

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**WMOR-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive Open Date: 6/24/2015 Hire Date: 11/16/2015	3-4, 6-9, 11-13, 15-26	20
Digital Artist Open Date: 8/19/2015 Hire Date: 11/23/2015	1, 3-4, 6-15, 17-19, 21-26	10
Traffic Sales Assistant Open Date: 9/15/2015 Hire Date: 11/11/2015	1-15, 17-19, 21-26	10
Local Sales Assistant Open Date: 7/5/2016 Hire Date: 7/25/2016	3, 7, 9, 11, 21, 23, 25	3
Local Sales Assistant Open Date: 8/24/2016 Hire Date: 9/19/2016	1-9, 11-18, 21-27	3

**WMOR-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 1-415-346-2051 Url : <a href="https://customer9867c50f.portal.production.membersuite.com/login.aspx">https://customer9867c50f.portal.production.membersuite.com/login.aspx</a> Corp Recruiter Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com Career Services	N	2
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	CT School of Broadcasting 3901 Coconut Palm Dr #105 Tampa, Florida 33619 Phone : 813-443-5307 Email : jperkins@gocsb.com Fax : 1-813-443-5310 Jennifer Perkins	N	0
6	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

**WMOR-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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7	Florida Southern College 111 Lake Hollingsworth Dr. Lakeland, Florida 33801 Phone : 863-680-4390 Email : careercenter@flsouthern.edu Fax : 1-863-680-5121 Jessica Misa	Y	0
8	Full Sail Career Center 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Fax : 1-407-551-1098 Tom Oberdick	N	0
9	Hillsborough Community College 4001 Tampa Bay Blvd Tampa, Florida 33614 Phone : 813-259-6047 Fax : 1-813-259-6047 Laurie Ragsdale	Y	0
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 646-589-6824 Url : www.indeed.com Jason Steklof Manual Posting	N	4
11	ITT Technical Institute 4809 Memorial Hwy Tampa, Florida 33634 Phone : 813-885-2244 Email : dstrickland@itt-tech.edu Douglas Strickland	Y	0
12	James A. Haley Veterans' Hospital 10770 North 46th Street Suite A-400 Tampa, Florida 33617 Phone : 813.316.3223 Email : gino.gibbons@va.gov Fax : 1-813-228-2857 Gino Gibbons	N	0



**WMOR-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	NAACP-Tampa PO Box 4266 Tampa, Florida 33677 Phone : 813-234-8683 Fax : 1-813-236-2248 Pat Spencer	N	0
14	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : (512) 506-9991. Url : <a href="http://nahj.ihispano.com/user/login/employer">http://nahj.ihispano.com/user/login/employer</a> Career Services Manual Posting	N	0
15	Pinellas Hope 5726 126th Ave., North Clearwater, Florida 33760 Phone : 727.556.6397 Fax : 1-727-556-6398 Tom Mitchell	N	0
16	Pinellas Technical Education Center 333 N. 31st Street, North St. Petersburg, Florida 33713 Phone : 727-538-7167 Email : GREENLEYB@pcsb.org Bethany Greenley	N	0
17	PTEC-Clearwater Comm. Outreach 6100 154th Avenue North, Bldg 7 Clearwater, Florida 33760 Phone : 727-533-9744 Fax : 1-727-538-7203 Nancy Trudell	N	0
18	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
19	Remington College 6302 E. MLK Blvd Suite 400 Tampa, Florida 33619 Phone : 813-935-7123 Fax : 1-813-935-7415 Deborah Hoffman	N	0

**WMOR-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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20	Spots N Dots 600 West Peachtree St, NW Suite 350 Atlanta, Georgia 30308 Phone : 888-884-2630 Url : <a href="http://spotsndots.com/">http://spotsndots.com/</a> Gene McKay Manual Posting	N	1
21	Suncoast Chamber of Commerce 550 N. Rio Street Suite 300 Tampa, Florida 33619 Phone : 813-261-5043 Email : <a href="mailto:dhavens@sarasotachamber.com">dhavens@sarasotachamber.com</a> Fax : 1-813-261-5046 Donna Havens	Y	0
22	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
23	University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-273-2300 Url : <a href="https://ufl-csm.symplicity.com/employers/">https://ufl-csm.symplicity.com/employers/</a> Phyllis Pen'a Manual Posting	Y	0
24	University of South Florida 4202 E. Fowler Ave. Svc. 2088 Tampa, Florida 33620-6930 Phone : 813-974-2011 Url : <a href="http://www.career.usf.edu/employers/ccon_Job_List.htm">www.career.usf.edu/employers/ccon_Job_List.htm</a> Kathy Rosche Manual Posting	N	0
25	University of Tampa 401 W. Kennedy Blvd Box K Tampa, Florida 33606 Phone : 813-253-6236 Url : <a href="http://www.ut.edu/career/employerservices/fulltime/">http://www.ut.edu/career/employerservices/fulltime/</a> Email : <a href="mailto:mcolvenbach@ut.edu">mcolvenbach@ut.edu</a> Donna Napoli	Y	0

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26	Workforce Tampa Center 9215 North Florida Ave. Suite 101 Tampa, Florida 33612 Phone : (813)397-2035 Fax : 1-813-930-7486 Career Services	N	0
27	Ziprecruiter.com 1453 3rd Street Promenade #335 Sanda Monica, California 90401 Phone : 877-252-1062 Url : www.ziprecruiter.com Career Services Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/20/2016	Participation in Job Fairs	University of South Florida Bull Market Station personnel attended event to promote awareness of broadcast employment opportunities. Hiring manager met with multiple prospective candidates.	1	Promotion Coordinator
2	2/19/2016	Sponsorship of events in the community designed to increase public awareness	2016 Black, Brown & College Bound Summit Tampa Convention Center 333 S. Franklin Street Tampa, FL 33602	5	Creative Services Director General Manager Local Sales Manager Business Manager/HR
3	3/15/2016	Participation in Job Fairs	Participation in the NABEF/NABOB Media Sales Institute (MSI) recruitment event. Two representatives attended the MSI event where students learn about companies and interview to showcase their skills	2	National Sales Manager Local Sales Manager
4	4/18/2016	Participation in Job Fairs	Participated in Job Fair at Hillsborough Community College Ybor Campus 9 a.m. to 5 p.m.	1	Business Manager
5	4/20/2016	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with multiple prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer
6	8/2/2016	Provision of training to management	The station's Business Manager provided recruitment/hiring training to multiple hiring managers on August 2, 2016. Among other things, the training reinforced the station's hiring practices and procedures, discussed equal opportunity employment concepts, and some "do's and don'ts" of recruiting and hiring.	3	General Sales Manager Local Sales Manager Business Manager